

**WISCONSIN AIR NATIONAL GUARD  
ACTIVE GUARD RESERVE (AGR) VACANCY ANNOUNCEMENT**

**VACANCY ANNOUNCEMENT NUMBER: 21-027ANG**

**OPENING DATE:** 27 January 2021

**CLOSING DATE:** 12 February 2021

**FILL DATE:** April 2021

**POSITION TITLE:** Intelligence Officer

**AFSC REQUIREMENTS:** 14N3

**GRADES AUTHORIZED TO APPLY:** O2-O4

**MINIMUM SKILL LEVEL REQUIRED:** Qualified

**UNIT/LOCATION:** 115 OSS, Madison, WI

**AREA OF CONSIDERATION:** Open to anyone eligible to join the AGR program

**MINIMUM QUALIFICATION REQUIREMENTS**

1. Members must meet physical fitness standards IAW AFI 36-2905, Air Force Fitness Program.
2. Applicants with family members currently on-board are cautioned to review ANGI 36-101 for assignment restrictions.
3. Personnel must have sufficient retainability to permit completion of tour of duty. Cannot be eligible for or receiving an immediate Federal (Military or Civilian) retirement annuity.
4. Each application will be screened for all mandatory AFSC entry criteria, if degree requirements are required, please enclose copies of transcripts.
5. While there is no minimum time in position required for application, if selected individual has less than 18 months in current position on initial tour or 12 months in position on subsequent tour, final approval is contingent upon TAG waiver.
6. At a minimum, applicants must be able to obtain and /or maintain a favorable adjudicated personnel security investigation that is commensurate with their currently assigned AFSC. Inability to maintain a favorable background investigation or required security clearance may result in administrative action, including termination from employment.

**CONDITIONS OF EMPLOYMENT**

1. Individuals selected will be ordered to/or continued on full-time military duty under the provisions of Title 32 USC 502(f). Subsequent tours are at the discretion of the State Adjutant General. Member must remain in initially assigned position for a minimum of 24 months.
2. Individuals selected for AGR tours that cannot attain 20 years of active federal service prior to reaching mandatory separation, must complete a Statement of Understanding in accordance with Attachment 2 of ANGI 36-101.
3. Applicants participating in the ANG Incentive Program may be terminated upon entry into full-time National Guard duty. See specific incentive agreement for termination rules.
4. Applicants must not have been separated "for cause" from active duty or a previous AGR tour.
5. Existing ANG Promotion Policies apply.

## BRIEF DESCRIPTION OF DUTIES:

Directs intelligence activities. Directs ISR activities and organizations, and establishes goals and objectives. Reviews requirements for objectives and relative priorities. Serves as the commander's senior intelligence advisor. Directs preparation of intelligence budget estimates and financial plans. Implements standardization, evaluation, and training programs, and monitors compliance. Develops intelligence plans and policies. Evaluates impact of legislative action, executive orders, regulations, directives, and management decisions. Integrates intelligence activities into plans and programs. Develops and implements intelligence operations and applications policies, plans, concepts, systems, and orders for the intelligence disciplines, professional tradecraft, and integration with cross functional capabilities. Conducts force development, management and structure planning. Manages and coordinates intelligence activities. Confers with government, business, professional, scientific, and other nations' organizations to provide support, exchange ideas, participate in studies, and coordinate on proposals and findings. Manages intelligence responsibilities of the Department of Defense Planning, Programming, and Budgeting System. Coordinates with personnel, materiel, planning, programming, and operational functions on allocation of resources, availability of funds, and preparation and implementation of operational plans. Supports weapon system acquisition. Produces timely and accurate fused intelligence analysis. Uses structured analytical techniques to convert processed information into finished intelligence through the integration, evaluation, analysis, and interpretation of all-source data and the preparation of intelligence products in support of known or anticipated user requirements. Produces intelligence from the information gathered by the collection capabilities assigned or attached to the joint force and from the refinement and compilation of intelligence received from subordinate units and external organizations. Integrates, evaluates, analyzes, and interprets all processed information to create products that will satisfy the commander's priority intelligence requirements (PIRs) and requests for information (RFIs). Conducts collection and ISR operations. Executes collection management by converting intelligence requirements into collection requirements, establishing priorities, tasking or coordinating with appropriate collection sources or agencies, monitoring results, and re-tasking, as required. Conducts collection operations by directing, scheduling, and controlling specific collection platforms, sensors and HUMINT sources to include the physical operation of airborne systems (both manned and remotely piloted), space-based systems, cyber, non-traditional ISR and HUMINT sources as well as near real time (NRT) coordination and control. Performs processing, exploitation, and dissemination by converting raw collection into forms that can be readily used by commanders, decision makers at all levels, intelligence analysts and other consumers. Employs multi-domain sensing grid activities. Performs activities such as collection operations (sensing), analysis (identify and attribute), delivering information to customers, and collaborating with partners (sharing). Understands cloud technology, machine intelligence, and big data analytics combined with critical thinking skills to accelerate intelligence activities in a fast-paced, data-intensive environment where Airmen act as both producers and consumers of information. Understands how to operate within a collaborative sensing grid and use a common data environment to enable human-machine teaming and empower ISR Airmen to be more effective in solving problems and delivering time-dominant intelligence. Performs targeting functions. Performs targeting functions to include kinetic and non-kinetic target development, weaponeering, precision point mensuration (PPM), force application, execution planning, and combat assessment. Selects and prioritizes targets and matches appropriate actions to those targets to create specific desired effects that achieve objectives, taking account of operational requirements and capabilities. Conducts analysis of enemy personnel, units, disposition, facilities, systems, and nodes relative to the mission, objectives, and the capabilities at the Joint Force Commander's disposal, to identify and nominate specific centers of gravity (COG) and high-value targets (HVT) that, if exploited in a systematic manner, will create the desired effects and support accomplishment of the commander's objectives.

## SPECIALTY QUALIFICATIONS:

**Knowledge.** Knowledge is mandatory of intelligence fundamentals, security, analysis, communications skills, the intelligence disciplines, the intelligence community, ISR information systems, research sources and methods, the presentation of friendly forces, friendly weapons systems, adversary capabilities, ISR operations, targeting, integration, and sensing grid activities.

**Education.** For entry education requirements see Appendix A, 14N CIP Education Matrix.

**Training.** The following training is mandatory for award of the AFSC indicated: 14N1. Completion of the Intelligence Officer Initial Skills Course. 14N3. Completion of mission qualification, which includes but is not limited to IQT/MQT, mission certification, or other training deemed necessary to be considered qualified to perform assigned duties. (Note: Waivers for mandatory Intelligence Officer Initial Skills Course training must be submitted in accordance with AFI 36-2101 and 14N Career Field Manager guidance.)

**Experience.** The following experience is mandatory for award of the AFSC indicated: 14N3. Complete a minimum of 36 months performing intelligence functions.

**Other.** For entry and retention in this specialty: Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments. For award and retention of AFSCs 14NX, completion of a current T5 Investigation IAW DoDM 5200.02\_AFMAN 16-1405, Air Force Personnel Security Program is mandatory. Access to T5 material is determined by favorable adjudication of the T5 updates, according to applicable security and intelligence regulations. The Air Force Central Adjudication Facility (AFCAF) is solely responsible for determining and certifying eligibility for access to T5 material. In accordance with AFI 36-2101, withdrawal of T5 certification requires a withdrawal of 14NX AFSCs, unless an exemption is granted by HQ AFPC/DP2SSM on the recommendation of HQ USAF/A2. Revocation of an officer's security clearance by AFCAF requires a withdrawal of 14NX AFSCs without exception. NOTE: Award of the entry level without a completed T5 Investigation is authorized provided an interim Top Secret security clearance has been granted according to DoDM 5200.02\_AFMAN 16-1405.

## HOW TO APPLY

All documents must be personally identifiable and must include date if required.

All applicants must submit a complete application packet to J1 to be considered for an AGR position. All Applicants must submit an application that includes the following:

- ☐ Cover letter with Job Announcement Number and Position Title for which you are applying, current Military Status (AGR, Technician, Traditional, Active Duty), along with contact information (i.e. Phone numbers and an e-mail address). **Required for all applications.**
- ☐ If you are unable to obtain or must substitute required documents, a detailed statement must be provided in the Application Cover letter to justify the absence. **Failure to include justification for missing or replaced documentation in cover letter will result in disqualification of Application. Documents submitted after the closing date will not be accepted.**
- ☐ **NGB Form 34-1** (Application for AGR Position) dated 11 November 2013 (**must be provided even if already AGR; must be signed and dated**). Manually signed copy accepted. Digital signature may fall off when combining PDF files. Double check prior to sending packet.
- ☐ **Record Review RIP** (**NOT point credit summary or Career Data Brief**) complete and current. Other Service Components submit appropriate individual personnel information printout. This is used to verify AFSCs, aptitude scores, position status, time in service, time in grade, etc. This can be pulled from VMPF. If you cannot pull contact your A1.
- ☐ **Member Individual Fitness Report**. All airmen will provide a satisfactory fitness test by the last day of the month, not outside 12 calendar months (must meet this requirement by the closing date). Will not accept the "I AM FIT" report.
- ☐ Current (within 12 months) **AF Form 422**, Physical Profile Serial Report. Other Service Components submit medical documentation that includes PULHES score and if any PULHES are a "3", a statement indicating that individual is Worldwide Deployable. If you do not know where to obtain a 422 contact your Medic section. A working copy will be accepted to show the process has been started if most current 422 is not within 12 months of the closing date. This is used to verify PULHES and medical readiness.
- ☐ **DMA FORM 181-E** (Race and National Origin Identification). Form is required for packet. However, completion is voluntary. Please see further instructions on the form.
- ☐ All Other Service Component applicants must have their **ASVAB** raw scores converted to Air Force ASVAB scores and include them in a letter from either a Recruiter or MEPS Counselor.

1. E-mail **SCANNED** application encrypted to AGR POCs MSgt Melanie Kasten and SrA Toni Trentadue: [melanie.l.kasten@mail.mil](mailto:melanie.l.kasten@mail.mil), and [toni.m.trentadue@mail.mil](mailto:toni.m.trentadue@mail.mil). An email will be sent to confirm receipt of application. **Emails verifying receipt are not automatic.** Feel free to call Comm (608) 242-3723 or (608) 242-3730 to verify receipt of your packet. Scan file in as 1 PDF. Contact your unit to assist if needed.

2. **J1 will not review the application for completion or accuracy before the closing date. The applicant is responsible to ensure that application is complete and all required documents are correct and included.** If the application is incomplete, a letter will be sent to the individual indicating the reason for disqualification. All applications submitted become the property of the Human Resources Office and will not be returned.

3. Questions regarding this announcement may be referred to AGR Staffing, Comm (608) 242-3723 DSN 724-3723 or e-mail [Ng.wi.wiarnng.mbx.j1-internet-feedback@mail.mil](mailto:Ng.wi.wiarnng.mbx.j1-internet-feedback@mail.mil)